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## Sample Questions To Ask In Interviews

### Culture and Duties

1. "It's important to me that I'm learning and applying best practices in this role. Can you help me understand how you'll support my learning and development?"
2. What overall advice can you offer to somebody in my position to be successful as an employee at COMPANY?
3. "I read X in the job description, but can you provide me with day-to-day expectations you'd have for a top performer? For example, call and email volume and other tasks and processes."
4. "Can you help me understand the career trajectory of software developers at \_\_\_\_ company? How many become senior engineers, or move into other roles? It's important to me because I like this company and want to know my long-term options."
5. What are the biggest challenges that this role would face right now on your team?
6. How would you describe a typical day in this position?
7. What's the most important thing I should accomplish in the first ninety days?
8. What is your management style?
9. What are the biggest rewards of the job and working for this company?
10. What is the best part of working for this company?
11. What's your least favorite part of working here?
12. What type of background do you feel would be best suited for success in this position?
13. How would you characterize the team's overall management style?
14. What is your team's approach to team building?
15. How does your team respond to and overcome failures?
16. How are employees recognized for their efforts?
17. Is the company's strategic approach driven by processes or results?
18. Do the company's different departments ever collaborate with one another?
19. What kinds of people seem to succeed in this department?

### Promotion

1. Why is this job available? Is this a new position? If not, what did the previous employee go on to do?
2. Are there any examples of a career path beginning with this position?

### More Questions

1. Is there anything I should have asked you about?
2. Do you have any reservations about my qualifications?
3. Is there anything I can clarify for you about my qualifications?

4. If I am extended a job offer, how soon would you like me to start?
5. When can I expect to hear from you?

**ABOUT THEIR BACKGROUND OR ROLE (Learned from LinkedIn Profile):**

1. I'd love to hear what your main responsibilities as a Senior Financial Reporting Analyst are and the extent of overlap with somebody in my potential role, and if there are any practices somebody in my potential role can do that would make your job easier?
2. I see you rose to a senior position in just two and a half years at COMPANY. What do you think were some of the main practices or ways that you were able to get to a senior position so quickly?
3. Now that you are a senior developer, if you could speak with your past self when you were beginning in this industry what tips or insight would you give yourself, or somebody in my position to increase their chances at being successful?
4. Being that you are the Senior Iteration Manager and Agile Coach what are the biggest problems you see with new employees so I can work to not make the same mistakes?
5. I noticed you are currently working as a backend developer and I am curious to know at COMPANY, how closely front and backend developers work with one another and how often they communicate with each other?
6. Are there any particular technologies you notice new engineers struggle with more than others, so I can better prepare for those potential learning curves?
7. I saw that you described your experience working with great operations team as invaluable, in regards to building systems that can be easily maintained and operated. I'm curious to know what are some of your favorite or some technologies you have used to achieve these types of systems?
8. I noticed you stated on your LinkedIn profile that you are grateful for getting to go to work every day and do something you love which included solving problems and making users happy. From your position as Vice President of Engineering what would you say are some of the biggest problems you and COMPANY as a whole face? And how would you summarize what somebody in my position can do to help COMPANY achieve that goal of making the user happy and make their experience a positive one?
9. Also, I see you attended school in London, I travelled there when I was younger and really enjoyed it. At an appropriate time, I'd love to hear about how your journey led you from London to the United States.

**Questions NOT to Ask in an Interview**

- What does this company do? (Do your research ahead of time!)

- If I get the job, when can I take time off for vacation? (Wait until you get the offer to mention prior commitments.)
- Can I change my schedule if I get the job? (If you need to figure out the logistics of getting to work, don't mention it now.)
- Did I get the job? (Don't be impatient. They'll let you know.)